

Goal Group 6 – Public Safety

“The City protects the safety and security of its residents, businesses, employees, and visitors.”

City Council Budget Work Session

November 1, 2011

Public Safety Objectives

- To deliver effective and efficient public safety services, applicable City agencies will lead cooperative community efforts to prevent harm to life, property and the environment
- A well-informed community and workforce will enhance the safety and security of our residents, businesses, employees and visitors

Public Safety Objectives

- The full range of public safety services will be delivered professionally and in concert with our community using facilities, equipment and technology meeting contemporary standards for constant service delivery.
 - New Police and DEC Headquarters
 - Expanded Emergency Communications Operation
 - Eisenhower Valley Fire Station (#210)

Goal 6 Strategic Initiative 6.2.1

Attract, develop and maintain a highly qualified and professional workforce through a competitive compensation and benefit structure.

Public Safety Human Capital

- Fund current compensation philosophy
 - Merit/Step increases for employees
 - Continuation of current benefit sharing policies
- Retain
 - Avoid burnout
 - Promotional Opportunities
 - Training and Development opportunities
 - Maintain resiliency and capacity with sufficient workforce
- Attract
 - Competitive salaries
 - Promotional opportunities
 - Benchmarking salaries
 - Career ladders

Public Safety Human Capital

- Resiliency and Capacity
 - Need funding for recruit classes to have sufficient personnel ready to respond
 - Reductions to personnel during FY 2010 and FY 2011 have reduced departmental capacity
 - Mandatory overtime
 - Reduced training opportunities
 - Limited options for personal leave
 - Resulting burnout increases turnover and exacerbates the problem

Eisenhower Valley Fire Station (#210)

- Scheduled to open in Fall 2013 (FY 2014)
- Need for trained firefighters and medics
 - 18 to 24 month training
- Apparatus included in the CIP
- Need for equipment, gear, uniforms
- Estimated FY 2013 cost of \$3.6 million to be ready for FY 2013 opening

Impact of Multi-Year Reductions Police Department

- 16 positions eliminated over four fiscal years
 - 8 sworn; 8 civilian
 - 4 grant funded positions approved; 1 year until street-ready
- Significant impact on replacing officers lost to turnover
 - Resignations, retirements, injuries/medical
- Service Impacts
 - Domestic Violence Unit
 - Community Policing
 - Street Narcotics/Quality of Life
- Officer Safety
- Crime Trends/Federal Prison Release

Replacement Hiring Process/Timeline

(Best Case Scenario)

- Officer retires, resigns, leave employment (Jan. 1st)
- Replacement officer selected (April)
- Replacement officer attends Academy (July – Nov)
- Replacement officer participates in Field Training (Nov - Dec)
- Street ready (Jan 1st)

Department of Emergency Communications Established in 2011

Two departmental emergency communications functions (Fire and Police dispatch) combined into a single new department. The Department of Emergency Communications goals and objectives are to provide for a more efficient, effective service delivery to the community and emergency responders, and the cross-training of employees to meet service demands of the future.

Department of Emergency Communications (DEC)

Kimball Consultant
Study Staffing (2008)



Consolidation
Staffing Required
69



Without
Consolidation
Staffing Required
82

DEC Staff Levels
Budgeted in FY12

Budgeted
55

Recently hired 8
with 3 more
within 2
months. Total
personnel = 55

11 total New
Hires – Training
Time 1 year

Department of Emergency Communications (DEC) cont'd

- Total Call Volume for FY2009
273,341
- Total Call Volume for FY2011
288,147
- Increase of
15,000 Calls for Service

Next Steps

Develop 5 year Strategic goals and objectives. To include staffing assessment based on call volumes and population growth and obtaining of communications accreditation

Goal 6 Strategic Initiative 6.1.5

Expand the number of youth, families and community members provided with education, mentoring and resources to help increase Alexandria's safety and security

Alexandria Mentoring Partnership (AMP)

- Big Brothers/Big Sisters
- Building Better Futures/Campagna Center
- Higher Achievement
- IPE- Northern Virginia Family Services
- PALS – Northern Va. AIDS Ministry
- Project Protégé – Community Lodgings
- Space of Her Own (SOHO)/IMovie Mentor
- The Untouchables
- Wright to Read

AMP Coordinator Position

- Currently 1 grant-funded contracted position
- Cost is \$75,000 per year
- Grant ends January 8, 2012
- Application for release of contingency reserve funds to Council in December, 2011

Accomplishments/Strategies of the AMP Coordinator

- **Coordinator assessed City mentoring programs and provided technical assistance so that AMP programs meet National Mentoring standards, best practices and use relevant metrics**
- Four major recruitment events – **engaged and connected 152 new mentors**
- Three new partners added to AMP
- Each partner program reached mentor capacity for two years in a row
- Planning and preparation activities underway for increased mentoring programs in the City
- Coordinator conducts 2 education presentations per week to community, schools, faith-based, businesses, etc.
- Critical relationship developed with ACPS and Prisoner re-entry programs in the City
- Training and support provided to retain good mentors